



United States of America National Labor Relations Board **NOTICE OF ELECTION**



The mail ballot election conducted from February 24, 2022 through March 10, 2022, was set aside by mutual agreement of the parties based on alleged objectionable conduct of the Employer that interfered with the employees' exercise of a free and reasoned choice. Therefore, a new election will be held in accordance with the terms of this notice of election. All eligible voters should understand that the National Labor Relations Act, as amended, gives them the right to cast their ballots as they see fit and protects them in the exercise of this right, from interference by any of the parties.

PURPOSE OF ELECTION: This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

SECRET BALLOT: The election will be by SECRET ballot under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Electioneering will not be permitted at or near the polling place. Violations of these rules should be reported immediately to an NLRB agent. Your attention is called to Section 12 of the National Labor Relations Act which provides: ANY PERSON WHO SHALL WILLFULLY RESIST, PREVENT, IMPEDE, OR INTERFERE WITH ANY MEMBER OF THE BOARD OR ANY OF ITS AGENTS OR AGENCIES IN THE PERFORMANCE OF DUTIES PURSUANT TO THIS ACT SHALL BE PUNISHED BY A FINE OF NOT MORE THAN \$5,000 OR BY IMPRISONMENT FOR NOT MORE THAN ONE YEAR, OR BOTH.

ELIGIBILITY RULES: Employees eligible to vote are those described under the VOTING UNIT on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off, and also include employees in the military service of the United States who appear in person at the polls. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are *not* eligible to vote.

SPECIAL ASSISTANCE: Any employee or other participant in this election who has a handicap or needs special assistance such as a sign language interpreter to participate in this election should notify an NLRB Office as soon as possible and request the necessary assistance.

PROCESS OF VOTING: Upon arrival at the voting place, voters should proceed to the Board agent and identify themselves by stating their name. The Board agent will hand a ballot to each eligible voter. Voters will enter the voting booth and mark their ballot in secret. **DO NOT SIGN YOUR BALLOT.** Fold the ballot before leaving the voting booth, then personally deposit it in a ballot box under the supervision of the Board agent and leave the polling area.

CHALLENGE OF VOTERS: If your eligibility to vote is challenged, you will be allowed to vote a challenged ballot. Although you may believe you are eligible to vote, the polling area is not the place to resolve the issue. Give the Board agent your name and any other information you are asked to provide. After you receive a ballot, go to the voting booth, mark your ballot and fold it so as to keep the mark secret. **DO NOT SIGN YOUR BALLOT.** Return to the Board agent who will ask you to place your ballot in a challenge envelope, seal the envelope, place it in the ballot box, and leave the polling area. Your eligibility will be resolved later, if necessary.

AUTHORIZED OBSERVERS: Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the voting place and at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.



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VOTING GROUP

INCLUDED: All full-time and regular part-time service attendants, including ticket agents, baggage handlers, customer service associates, ground package employees, food service workers, leads, and janitors employed by the Employer at its Phoenix, Arizona facility who were employed by the Employer during the payroll period ending April 9, 2022.

EXCLUDED: All other employees, managers, supervisors, clerical workers, drivers, professional employees, managerial employees, and guards as defined by the Act.

If a majority of the voters in the voting group who cast valid ballots vote yes to the first question, indicating a desire to be represented by the Petitioner, and a majority of the valid votes are cast in the affirmative on the second question, the following employees would constitute a unit appropriate for collective bargaining:

INCLUDED: All full-time and regular part-time service attendants, including ticket agents, baggage handlers, customer service associates, ground package employees, food service workers, leads, janitors, station attendants, Crew Leader As and Crew Leader Bs employed by the Employer at its Albuquerque, New Mexico and Phoenix, Arizona facilities.

EXCLUDED: All other employees, managers, supervisors, clerical workers, drivers, professional employees, managerial employees, and guards as defined by the Act.

If a majority of the voters in the voting group who cast valid ballots vote yes to the first question, and a majority of the valid votes cast are in the negative as to the second question, the following employees would constitute a unit appropriate for collective bargaining:

INCLUDED: All full-time and regular part-time service attendants, including ticket agents, baggage handlers, customer service associates, ground package employees, food service workers, leads, and janitors employed by the Employer at its Phoenix, Arizona facility.

EXCLUDED: All other employees, managers, supervisors, clerical workers, drivers, professional employees, managerial employees, and guards as defined by the Act.

All eligible employees shall vote whether they desire to be represented for collective-bargaining purposes by **INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL LODGE NO. 519, AFL-CIO (Petitioner)** or whether they desire to remain unrepresented, and whether they desire to be included in the Units certified in Cases 28-RC-084167 and 28-RC-117214 (collectively, certified units). If a majority of the valid ballots in the election are cast for the Petitioner, the employees will have indicated their desire to be represented by the Petitioner. If a majority of the valid ballots in the election are cast to be included in the certified units currently represented by the International Association of Machinists and Aerospace Workers, Local Lodge No. 794, AFL-CIO, the Petitioner will represent the petitioned-for employees included with the certified units. If a majority of the valid ballots are cast against representation, the employees will be deemed to have indicated their desire to remain unrepresented.

DATE, TIMES AND PLACE OF ELECTION

Date of Election: Wednesday, May 4, 2022

Times: 11:00 a.m. to 12:00 p.m.,
5:00 p.m. to 6:00 p.m., and
10:00 p.m. to 11:00 p.m.

Place: Training Room located at the Employer's Facility
2115 East Buckeye Road, Phoenix, Arizona



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**EMPLOYEES ARE FREE TO VOTE AT ANY TIME THE POLLS ARE OPEN.
BALLOTS WILL BE CO-MINGLED AND COUNTED AT THE END OF THE LAST VOTING SESSION.**



UNITED STATES OF AMERICA
ESTADOS UNIDOS DE AMERICA
National Labor Relations Board
Junta Nacional De Relaciones Del Trabajo
28-RC-289684



**OFFICIAL SECRET BALLOT
PAPELETA SECRETA OFICIAL**

For certain employees of
Para Ciertos Empleados De

GREYHOUND LINES, INC.

Do you wish to be represented for purposes of collective bargaining by
¿Desea usted estar representado para los fines de negociar colectivamente por

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL LODGE NO. 519, AFL-CIO?

MARK AN "X" IN THE SQUARE OF YOUR CHOICE
MARQUE CON UNA "X" DENTRO DEL CUADRO DE SU SELECCIÓN

YES
SI

☐

NO
NO

☐

Do you wish to be included with the Employer's other employees in the Operations Unit already represented by **INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL LODGE NO. 794, AFL-CIO**, at the Employer's Albuquerque, New Mexico facility, for the purpose of collective bargaining?

¿Desea usted ser incluido/a con los otros empleados del Empleador en la Unidad de Operaciones actualmente representada por **INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, LOCAL LODGE NO. 794, AFL-CIO**, en las instalaciones del Empleador en Albuquerque, New Mexico para los fines de negociar colectivamente?

MARK AN "X" IN THE SQUARE OF YOUR CHOICE
MARQUE CON UNA "X" DENTRO DEL CUADRO DE SU SELECCIÓN

YES
SI

☐

NO
NO

☐

**DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY.
MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY.** If you make markings inside, or anywhere around, more than one square, return your ballot to the Board Agent and ask for a new ballot. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.

**NO FIRME O ESCRIBA SU NOMBRE O INCLUYA OTRAS MARCAS QUE REVELARÍAN SU IDENTIDAD.
MARQUE UNA "X" EN EL CUADRADO DE SU ELECCIÓN SOLAMENTE.** Si hace marcas dentro, o en cualquier lugar alrededor, en más de un cuadrado, puede solicitar una nueva papeleta consultando las instrucciones adjuntas. Si envía una papeleta con marcas en el interior, o en cualquier lugar alrededor, en más de un cuadrado, su papeleta no será contada. Vea las Instrucciones incluidas.

The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.

La Junta Nacional de Relaciones del Trabajo no respalda a ninguna de las opciones en esta elección. Cualquier marca que se pueda ver en cualquier muestra de la papeleta no fue hecha por la Junta Nacional de Relaciones del Trabajo.



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RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in setting aside the election:

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time, where attendance is mandatory, within the 24-hour period before the polls for the election first open or the mail ballots are dispatched in a mail ballot election
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

The National Labor Relations Board protects your right to a free choice.

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (602)640-2160 or visit the NLRB website www.nlrb.gov for assistance.

